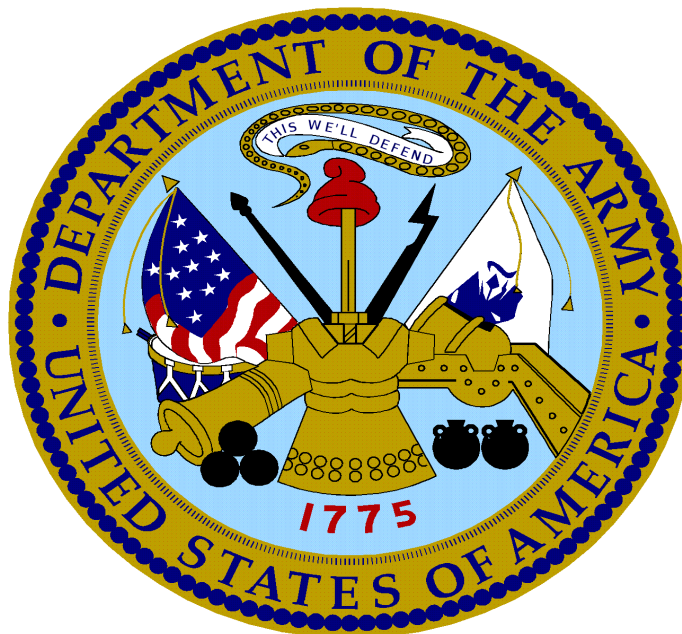




BRANCH BRIEFING



MAJ Corey Weller
CAPTAIN'S ASSIGNMENTS OFFICER



Briefing Outline

- **Introduction**
- **Army “Need to Know”**
- **HRC/ AG Branch Overview**
- **Officer Selection Board Process**
- **Career Field Designation Board (CFDB)**
- **Assignment Information**
- **Final Thoughts/Questions?**



**OUR ARMY AT WAR
RELEVANT AND READY**





Army “Need to Know”

- Announced Army theme
“Our Army at War...Relevant and Ready
- Announced CSA 16 Focus Areas
- Published Army Strategic Planning Guidance
- Announced “Every Soldier a Rifleman”
- Announced Soldier’s Creed
- Asked “where are our dog tags?”
- Published rotation plan
- Published Stop Loss/Stop Move and implementing ALARACT
- Approved TF Stabilization plan
- Designated ARCENT as a MACOM
- Promoted new G-1

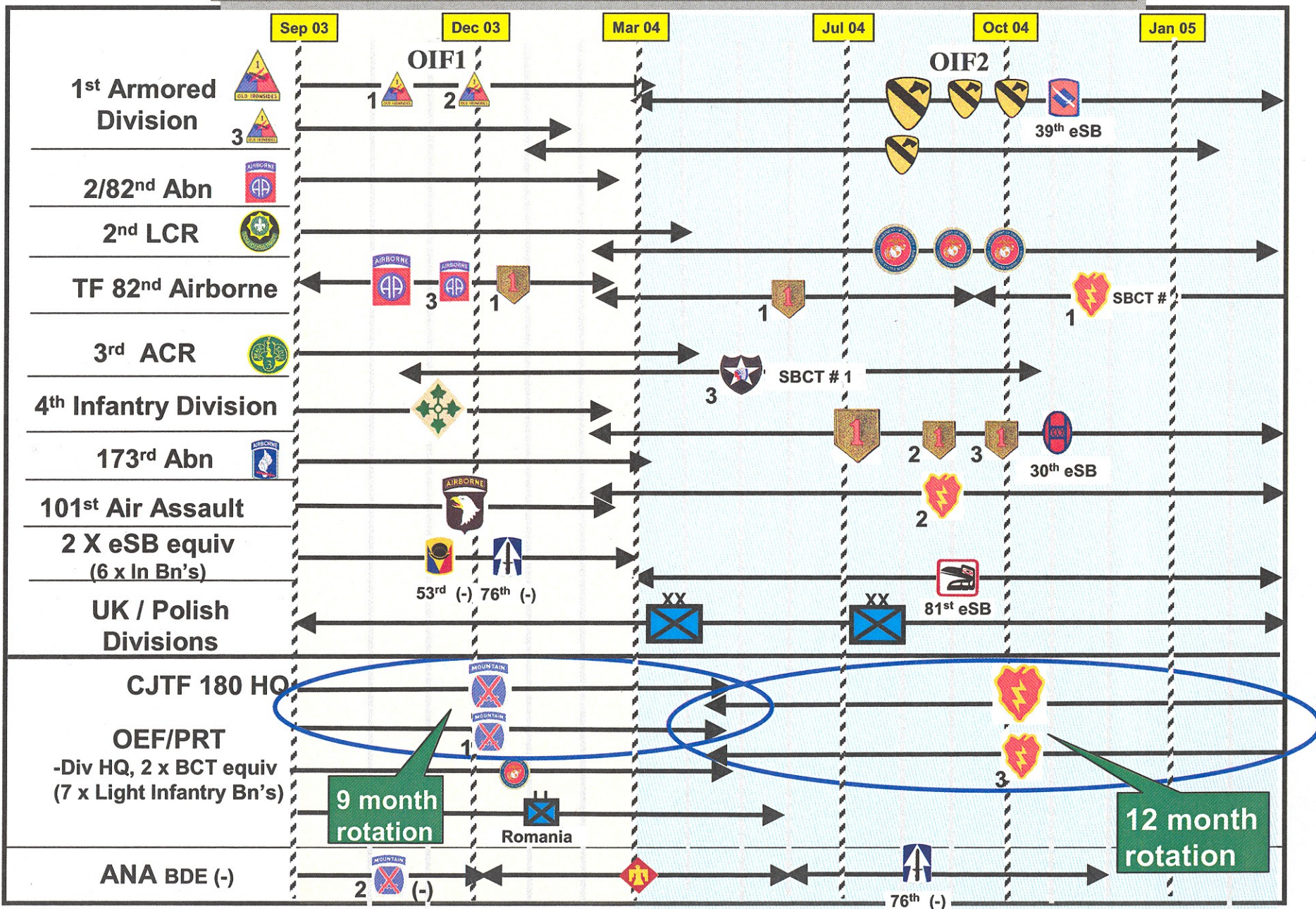


CSA's Focus Areas



- **Train & Equip Soldiers & Grow Leaders**
 - Develop Soldiers With Warrior Ethos
 - Prepare Future Generations of Senior Leaders (Bench)
 - Examine Army Aviation Role on the Joint Battlefield
 - Train / Educate Army Members of Joint Team (Leader Development and Education)
 - Focus Training (Context, Joint, Expeditionary)
- **Provide Relevant and Ready Land Power**
 - Integrate & Expedite Current to Future Force
 - Leverage/Enable Interdependent, Network-Centric Warfare (Network)
 - Create Modular, Capabilities-Based Unit Designs
 - Develop a Joint and Expeditionary Mindset
 - Align AC/RC [Balance] within the Current Security Context
 - Ensure Unit Stability, Continuity and Predictability (Force Stabilization)
- **Enable the Force**
 - Actionable Intelligence (**New Area**)
 - Enhance Installation Ability to Project Power & Support Families (Installations as Flagships)
 - Redesign Resource Processes to be Flexible, Responsive, & Timely
 - Communicate the Army Story (Strategic Communications)
 - Clarify Authorities, Responsibilities, and Accountability

Ground Force Rotation Plan: OIF and OEF





Soldier's Creed

I am an American Soldier.

I am a Warrior and a member of a team. I serve the people of the United States and live the Army Values.

I will always place the mission first.

I will never accept defeat.
I will never quit!

I will never leave a fallen comrade.

I am disciplined, physically and mentally tough, trained and proficient in my warrior tasks and drills. I always maintain my arms, my equipment and myself.

I am an expert and I am a professional.

I stand ready to deploy, engage, and destroy the enemies of the United States of America in close combat.

I am a guardian of freedom and the American way of life.

I am an American Soldier.



HRC “Need to Know”



- PERSCOM designated **Human Resources Command**
- Created, established and executed Officer Distribution System (ODS) for summer 2004 fill
- R&R flights and CMAOC support



HRC Priorities



- **The Global War on Terrorism**
- **Army Transformation**



Soldiers from Bravo Company, 101st Airborne Division (Air Assault), prepare to move out after being dropped off by a CH-47 Chinook helicopter in the battle zone in eastern Afghanistan during Operation Anaconda.

U.S. Army Photo by Sgt. Keith D. McGrew



YOUR AG BRANCH TEAM



LTC Debbra Head
Chief & LTC Assignments Officer

MAJ Steve Fischer
Majors Assignment Officer

MAJ Corey Weller
Captains Assignment
Officer

CPT Frank Walker
Lieutenants Assignment
Officer

CPT Makalena Shibata
Future Readiness Officer

MRS. Gloria Dogans
Human Resources
Assistant

AG Branch Totals		
Auth	FRO/LT	Excess
Total		
3	2	0
Ft. Jackson's TDA		



MISSION



***ASSIGN THE
RIGHT
OFFICER***

***TO THE RIGHT
JOB***

***AT THE RIGHT
TIME***

BASED ON:

- **Army Requirements**
- **Officer Professional Development Needs**

- **Officer Personal Desires**

PLUS:

- Pre and Post Board Scrubs
- Officer Counseling and Guidance
- Command and G1 Slates
- Miscellaneous Personnel Actions



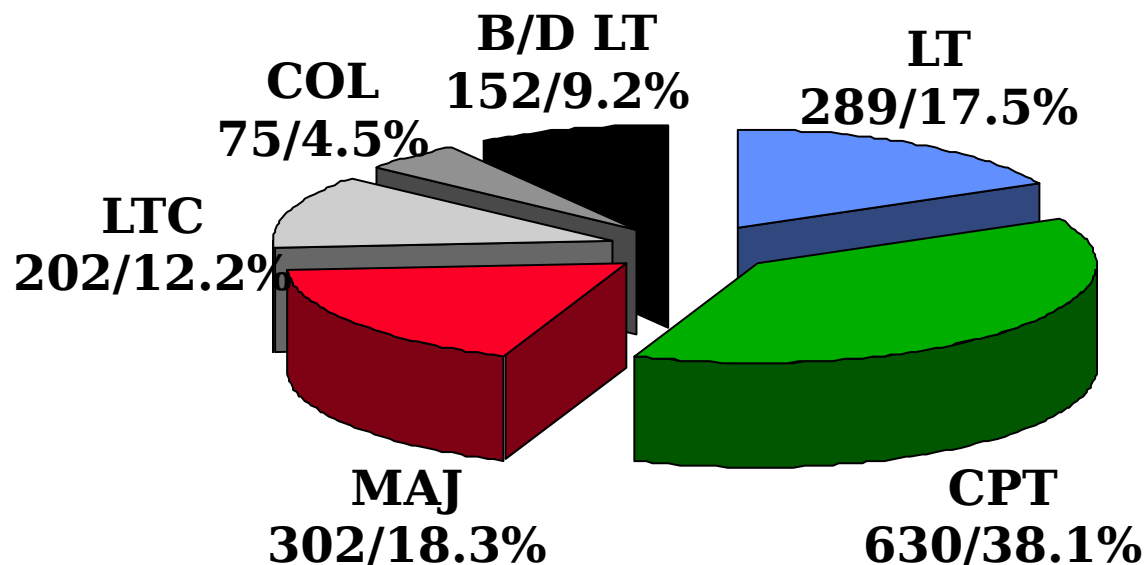
AG Branch Goal

- **Provide “World Class”
Management and Professional
Support to our officers and
our Corps**



AG POPULATION BY GRADE

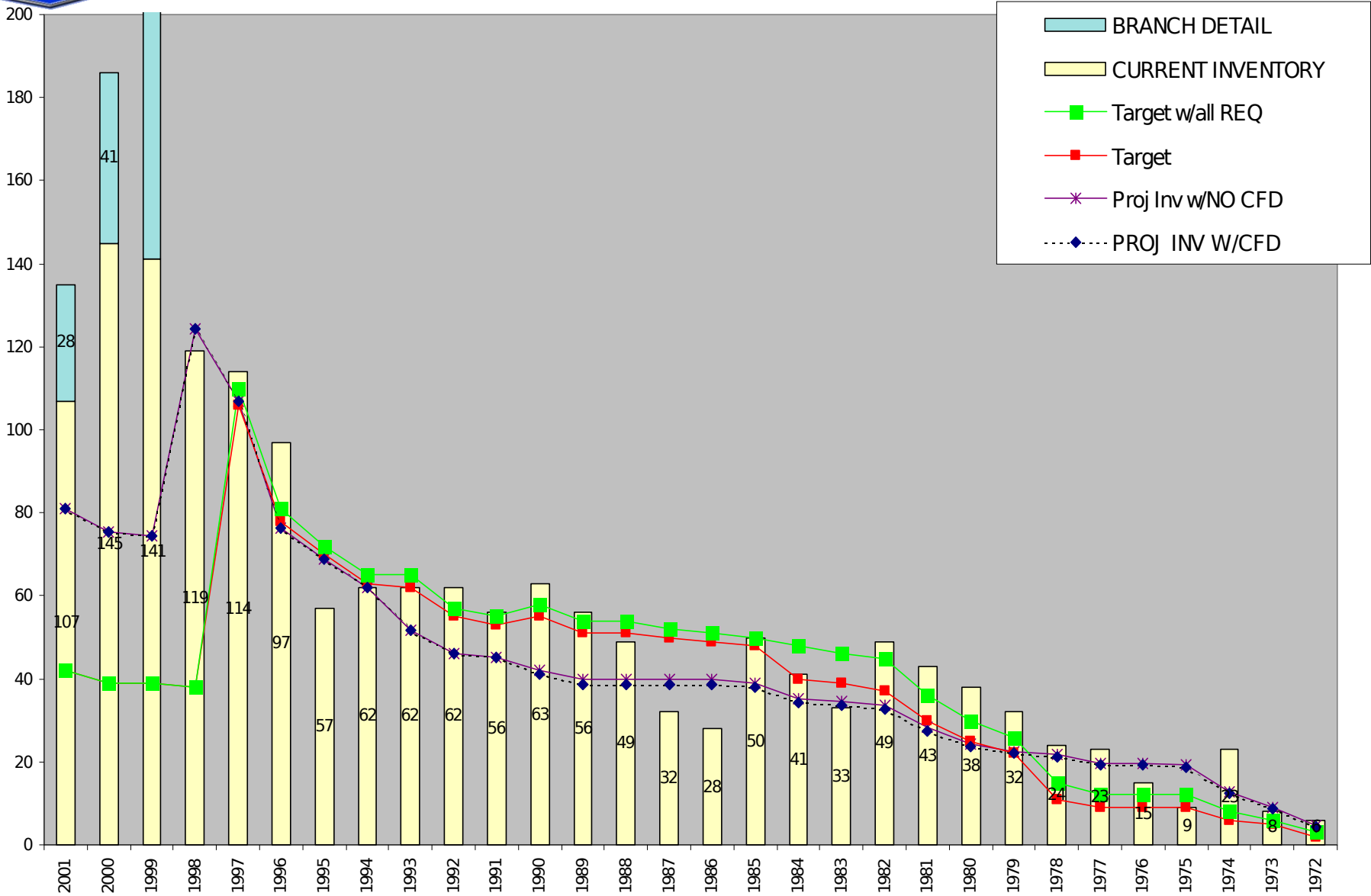
Total Population = 1,650



As of Nov 03

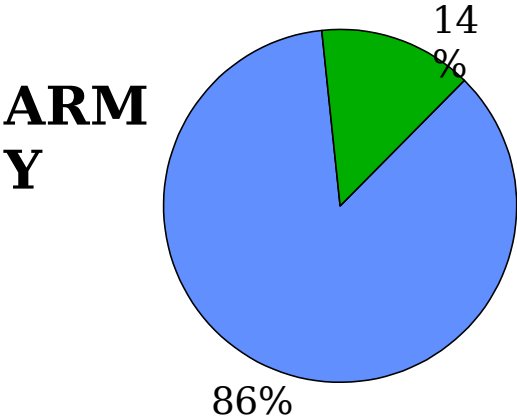


YG POPULATION





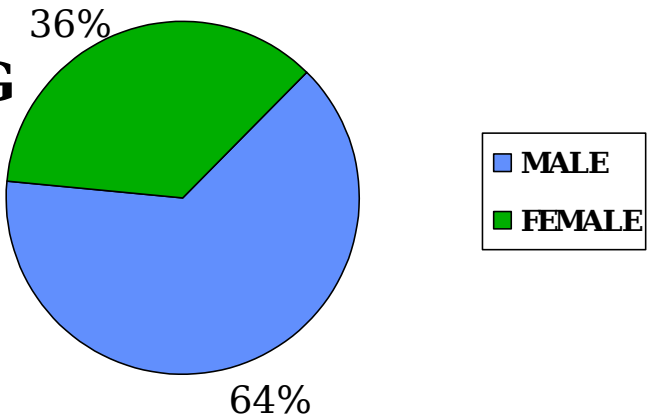
AG DEMOGRAPHICS



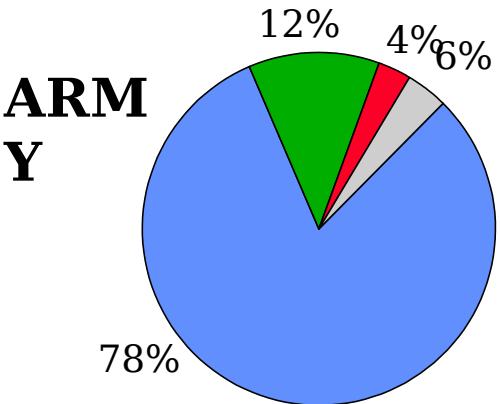
AG

GENDE

R



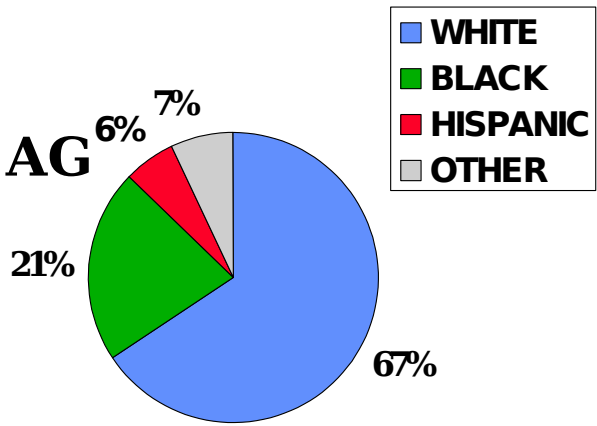
- MALE
- FEMALE



AG

REDCA

I



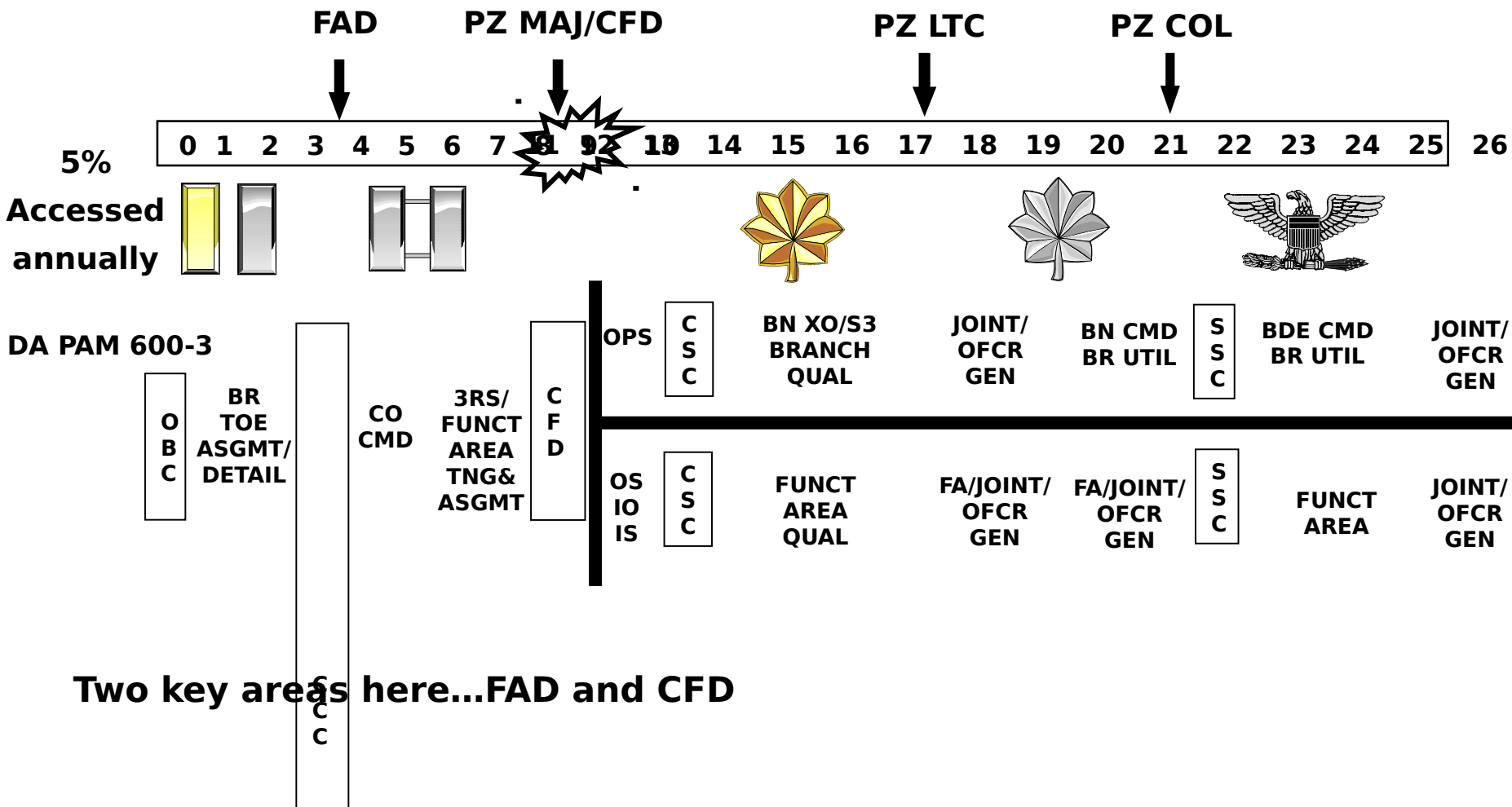
- WHITE
- BLACK
- HISPANIC
- OTHER

THE AG CORPS IS MORE REPRESENTATIVE OF SO

As of Nov 03

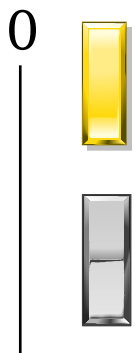


Review Career Planning Timeline Officer





COMMISSIONING



2

4

5

Branch Detail

AGOBC

- PLT LDR
- CO/BTRY XO
- BN STAFF
- CO COMD

No Branch Detail AGOBC

- G1/PSB/CORPS STAFF
- POST/GARRISON STAFF
- TNG CO PLT LDR/XO
- MEPS
- CO CMD

AG Non-Troops

- USAREC/MEPS
- POST/GARRISON STAFF
- SCHOOLHOUSE
- MACOM HQ
- ROTC
- AC/RC

AGCCC (CAS3)

1ST ASGMNT
AFTER
CCC

AG Troops

- PSB DET CMD/STAFF
- DIV/CORPS G1/AG
- PERS GROUP
- FIELD PERSCOM





AG CPT Branch Qualification

- Completion of AGCCC (to include CAS3)
- 24 months in a 42 coded position (can be fulfilled concurrently in Command)
- **Command as a Captain**



2d ASGN AFTER CCC

7

AG Non-Troops

AG Troops

AG Troops

Non-AG

AG Non-Troops

- PSB DET CMD/STAFF
- DIV/CORPS G1,AG
- PERS GROUP
- FIELD PERSCOM

- NOMINATIVE
- ADV CIVIL SCH
- FA SCH/JOB
- USMA
- BR IMMATERIAL

- USAREC/MEPS
- POST/GARRISON STAFF
- SCHOOLHOUSE
- MACOM HQ
- ROTC
- AC/RC
- HRC

9

3d ASGN AFTER CCC

This Assignment May Be Used to Help Round Out
Officer's Career Pattern, or Satisfy Senior Captain/Junior Major
Requirements

10





WHERE ARE ALL THE CPIS?

Auths

428

Inventory

630

Command Queue by months:

Germany = 12

Ft. Campbell = 10

Ft. Bragg = 14

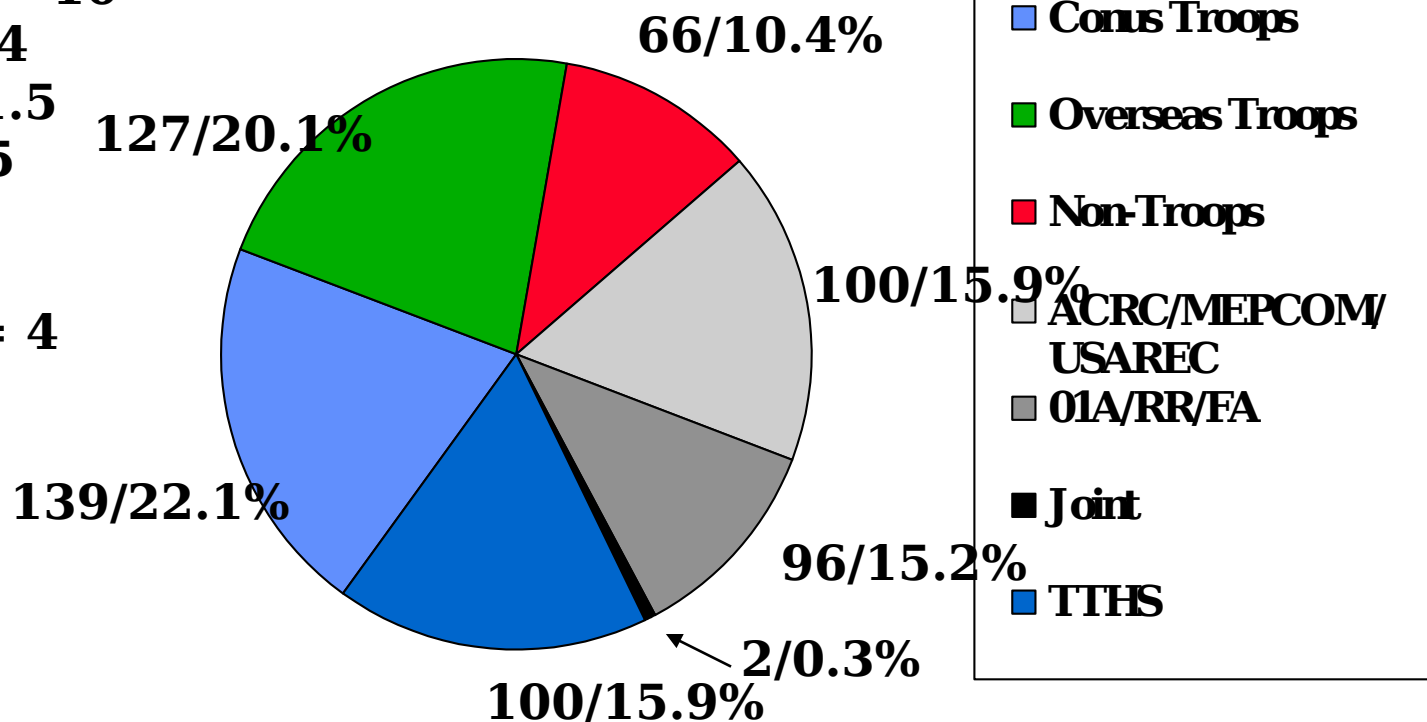
Ft. Hood = 11.5

Ft. Lewis = 15

Hawaii = 11

Korea = 5

Ft. Benning = 4



As of Nov 03

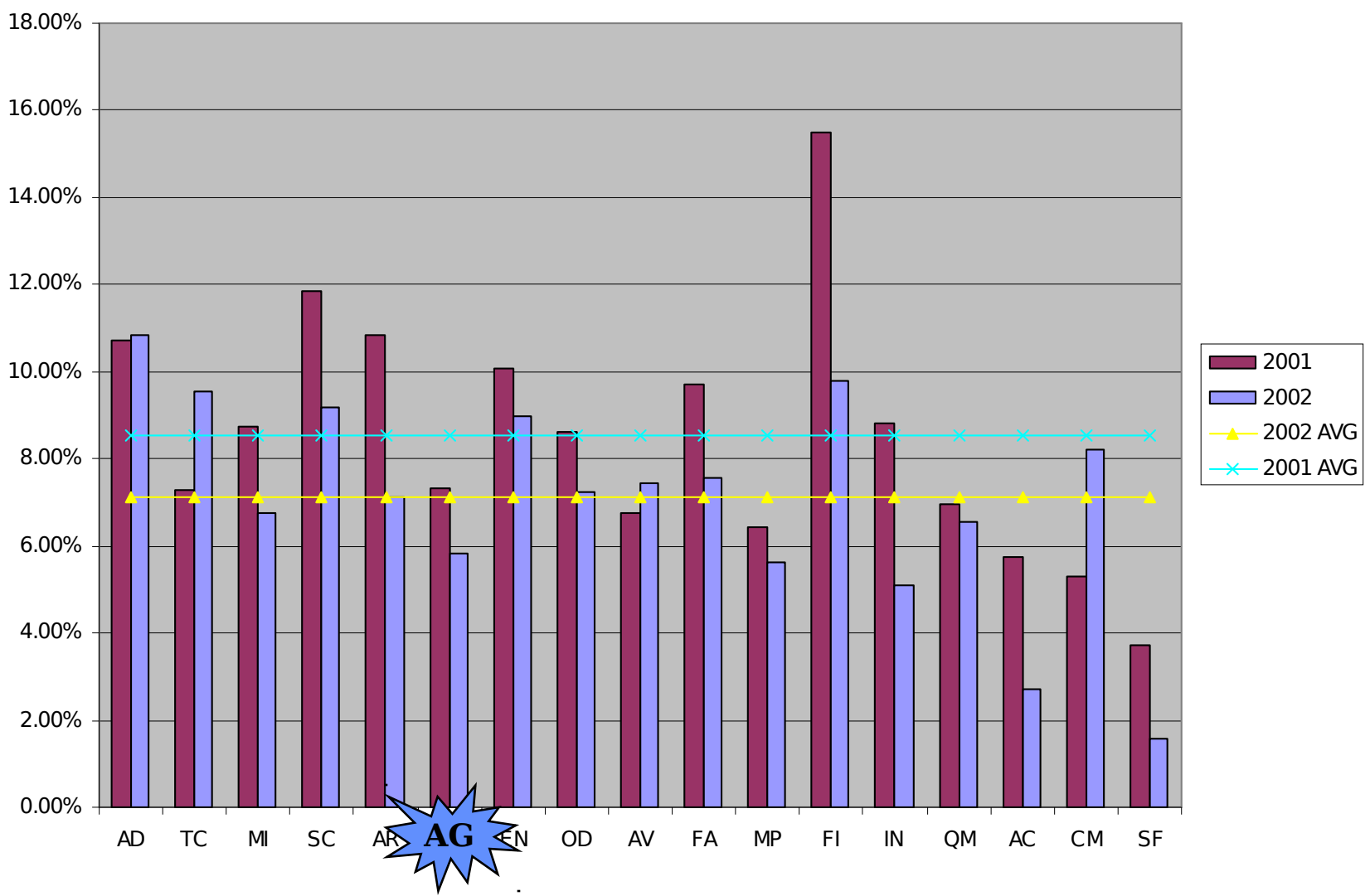


CPTs ASSIGNMENT CHALLENGES

- **Assignment in FA vs basic branch**
- **USAREC, MEPCOM, AC/RC, . . .**
- **Branch Qualified Inventory**



ATTRITION RATES





CPT Attrition Random Thoughts

- **Opportunity vs. frustration**
- **Three biggest reasons:**
 - **Frustration**
 - **Stability**
 - **Want to “make money”**



CPT Attrition "Make Money"

LTC/20 yrs.

FY03 Base Salary = $\$6,329.07/2 = \$3,164.54 \times 12 = \$37,974.42$

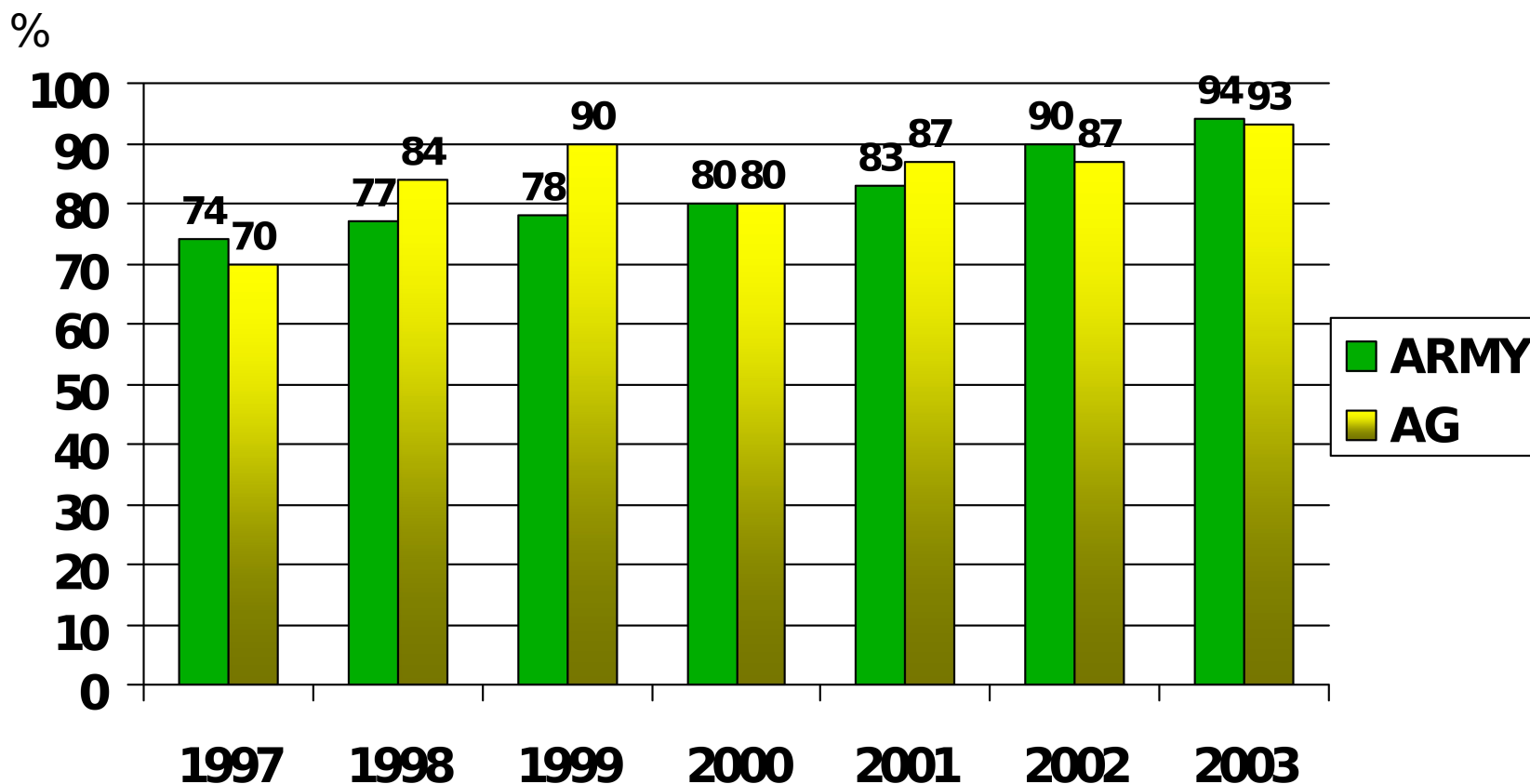
Average Life Expectancy = $76-42 = 34 \times \$38,000 = \$1,292,000$

Retirement Expectation = $34 \times \$38,000 = \$1,292,000$

$30 \times \$38,000 = \$1,140,000$



MAJOR SELECTION RATES





UNIVERSAL CSC

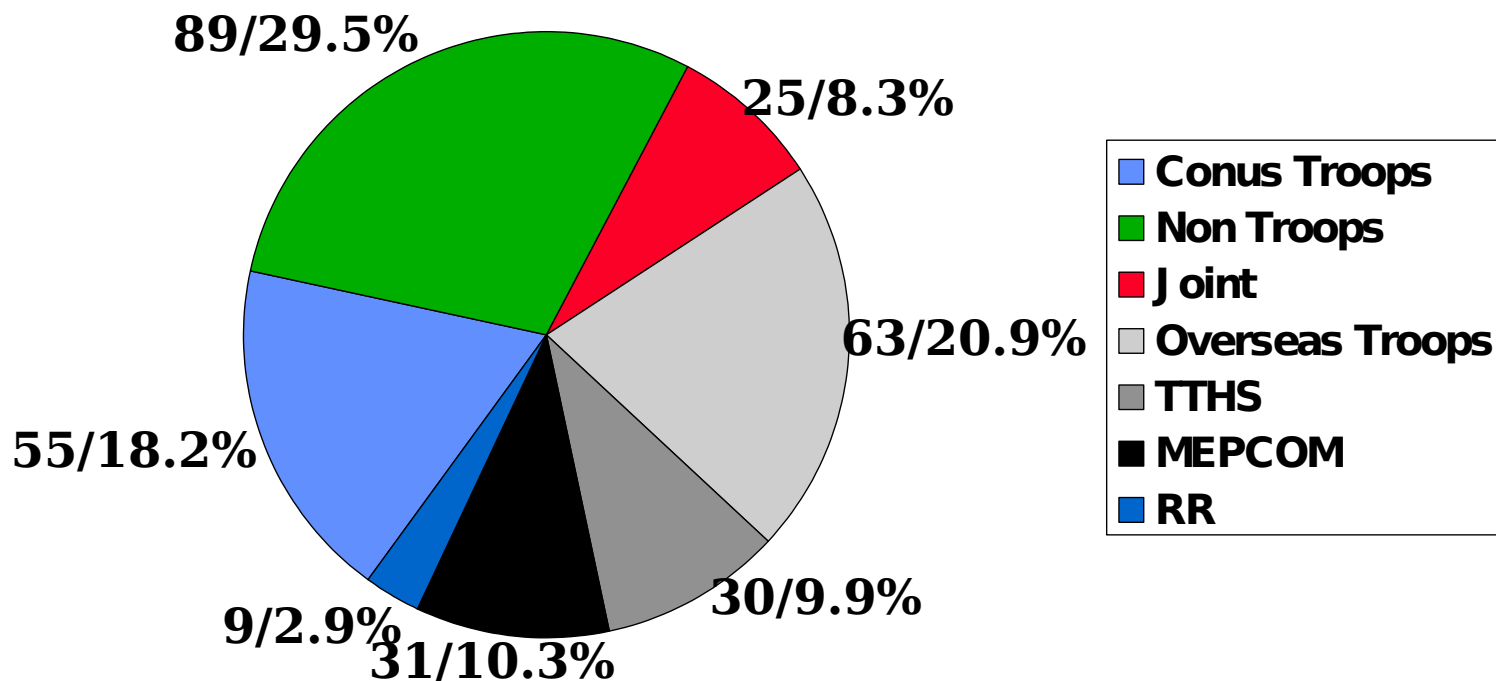
- **Starts with YG 94 (AG will go to LVN)**
- **One more board will select remainder of YG93**
- **Next two years must work off deferred population**
- **AG normally slates 26-28 officers to CSC**
 - **Academic year 04/05 everyone else selected must attend**

No Grandfather Clause--YG 93 & older do books!



WHERE ARE ALL THE MAJs?

<u>Auths</u>	<u>Inventory</u>
287	302



As of Nov 03



MAJs ASSIGNMENT CHALLENGES

- **Joint Lock - 27 MEPs**
- **MEL 4 Slate**
- **ODS / Population Mismatch**
- **Shrinking Inventory**



**Battalion level Command...
a cause for concern???**

The Answer is...NO!



FY 04 CSSD LTC BN Command

Selection Rates

Branch	#Selected	#Considered	#Eligible	% Competed	% Selected
AG	12	68	85	80.0%	17.6%
FI	7	14	21	66.7%	50.0%
OD	25	171	199	85.9%	14.6%
QM	22	178	222	80.2%	12.4%
TC	23	109	120	90.8%	21.1%
MSC	1				
Total (w/o MSC)	89	540	647	83.5%	16.5%

FY04 Army Selection Rate 15.4%



FY 04 Opportunity for Officers Considered First Time

**17.6%
12/68
all year groups**

Branch	#Selected	#Considered	Percent
AG	10	27	37.0%
FI	7	14	50.0%
OD	23	62	37.1%
QM	16	56	28.6%
TC	18	45	40.0%
Total	74	204	36.3%



BN COMMAND SELECTION

TRENDS FOR YG86

11 of 27 Selected

Wide variety of career paths as Major

Jackson/COSCOM G1

Plans 8th PERSCOM/PSB XO/BDE S-1 Ft. Knox

MEPS Cdr/Division Strength Manager

III CA/COSCOM G1

Plans-Bragg/Cdr-Bragg/TAACOM-Strength Manager

Comptroller/Division Strength Manager/PSB XO

DA PERSCOM/Division Strength Manager/PSB XO

8th PERSCOM/ Jackson/Joint

DG1/AG/Pentagon/Joint



AG Battalion Commands

ODD

EVEN

Personnel Cmd Tact: Personnel Cmd Tact:

15th PSB, Ft. Hood, TX 38th PSB, Geibelstat, GE

18th PSB, Ft. Bragg, NC 55th PSB, Hanau, GE

22nd PSB, Ft. Lewis, WA

90th PSB, Baumholder, GE

516th PSB, Camp Coiner, Korea

203d PSB, Ft. Wainwright, AK

502nd PSB, Ft. Hood, TX

509th PSB, Camp Casey, Korea

546th PSB, Ft. Hood, TX

510th PSB, Mannheim, GE

556th PSB, Hawaii

TSS:TSS

30th RCP BN, Ft. Benning, GA

369th AG, Ft. Jackson, SC

43rd RCP BN, Ft. Leonardwood, MO

120th AG, Ft. Jackson, SC

46th RCP BN, Ft. Knox, KY

AF SOUTH, Naples IT

95th RCP BN, Ft. Sill, OK

AF NORTH, Naples IT SSB

82d SSB, Ft. Bragg, NC

101st SSB, Ft. Campbell, KY

3rd SSB, Ft. Stewart, GA

3 Year Commands (MEPS)

Dallas MEPS

Baltimore MEPS

Chicago MEPS



ACC PROMOTION BOARDS



ACC MAJ BOARD COMPOSITION

- **18 board members**
 - **BG as the Board President**
 - **combination of Colonels and Lieutenant Colonels**
 - **former or currently in battalion/brigade command**
 - **experience and judgement**

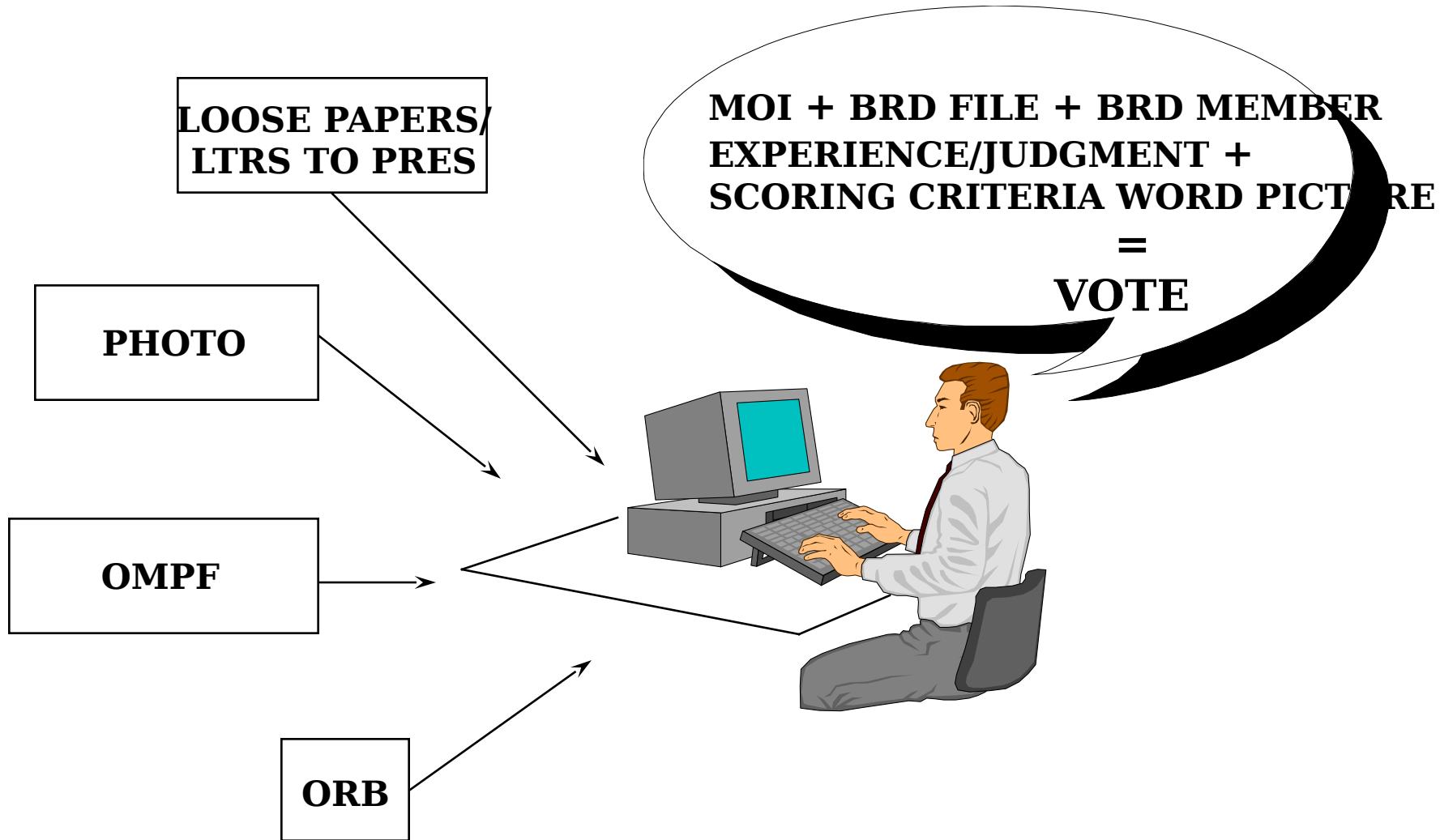


~~FILE COMPOSITION (E file)~~

- **Voter Completion Sheet**
- **OMPF-(P fiche)**
- **Board ORB**
- **Photo**
- **Letter to the President/Loose Paper**



BOARD DECISION TOOLS





WORD PICTURE

6 **Top Few, Superior Performer,
Superior Potential**
+/- **Select Ahead of Peers, Outstanding Performer
Outstanding Potential**

5 **Select with Peers, Solid Performer**
+/- **Good Potential**

4 **Select if there is a Requirement
Average Performer/Potential**

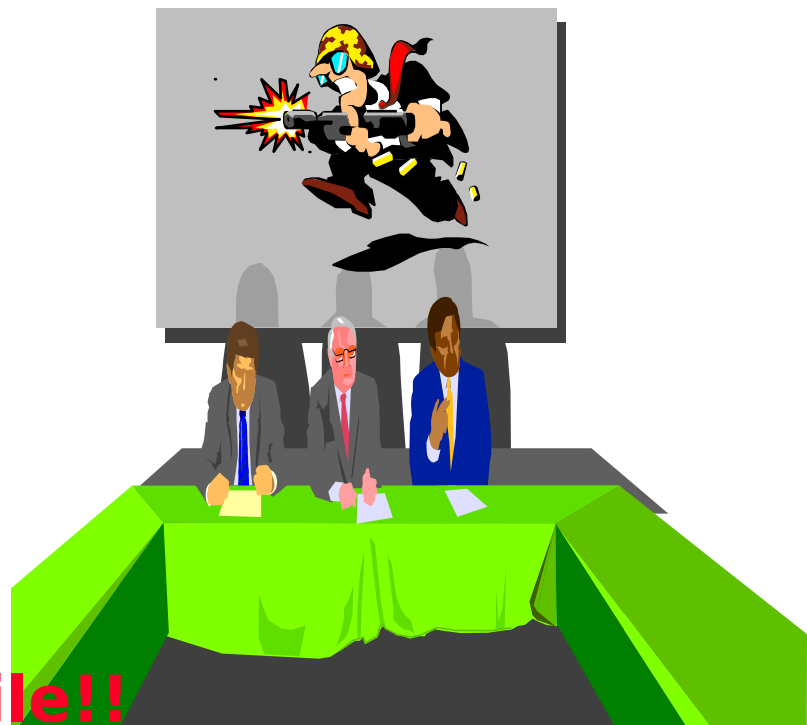
+/- ***FQ*
*NFQ***

3 **Do not Select
Weak Performer**
+/- **Show Cause**



Promotion Board Comments

- **Color photo!***
- **ORB understandable*** (Fwd Spt Bn v. FSB)
- **Manner of performance** - OERs *
- **Weight**
- **Branch qualification**
- **Letters to the President**
- **Duty descriptions**
- **Senior Rater promotion potential**
- **Words match profile**
(large population)



*** Key items in a board file!!**



OER Trends

AG Specific
46%/54%



	ACOM	COM	BCOM-R	BCOM-DNR	Not Eval	Total	%ACOM
BG	317	420	0	0	26	763	43.0%
COL	6181	10012	22	16	308	16539	38.1%
LTC	16427	24902	79	33	582	42023	39.6%
MAJ	25172	39102	137	82	591	65084	39.0%
CPT	39641	66561	387	342	895	107826	37.1%
1LT	21408	36949	315	256	184	59112	36.3%
2LT	4008	13147	161	132	5	17453	23.0%
CW4	2472	4805	8	2	101	7388	33.9%
CW3	5640	10309	27	17	154	16147	35.3%
CW2	9878	17023	96	89	162	27248	36.5%
WO1	1074	3179	9	22	0	4284	25.1%
TOTAL	132,218	226,409	1,241	991	3,008	363,867	36.6%

**“The vast majority (62.2%) of OERs arriving at
DA are Center of Mass.”**

As of: Nov 03



CAREER FIELD DESIGNATION

- **DA selection board which designates officers to work in a career field or basic branch**
- **Developed and promoted under OPMS XXI (now OPMS III)**
- **Officers CFDeD will be single tracked for the remainder of their careers**



OPMS III

Operations

Basic Branches

FA 39 PSYOP and Civil Affairs

Operational Support (OS)

FA 48 Foreign Area Officer

FA 51 Army Acquisition Corps

Information Operations (IO)

FA 24 Information Systems Engineering

FA 30 Information Operations

FA 34 Strategic Intelligence

FA 40 Space Operations

FA 46 Public Affairs

FA 53 Information Systems Management

FA 57 Simulations Operations

Institutional Support (IS)

FA 43 Human Resource Management

FA 45 Comptroller

FA 47 Academy Professor, USMA

FA 49 Operations Research/Systems Analysis

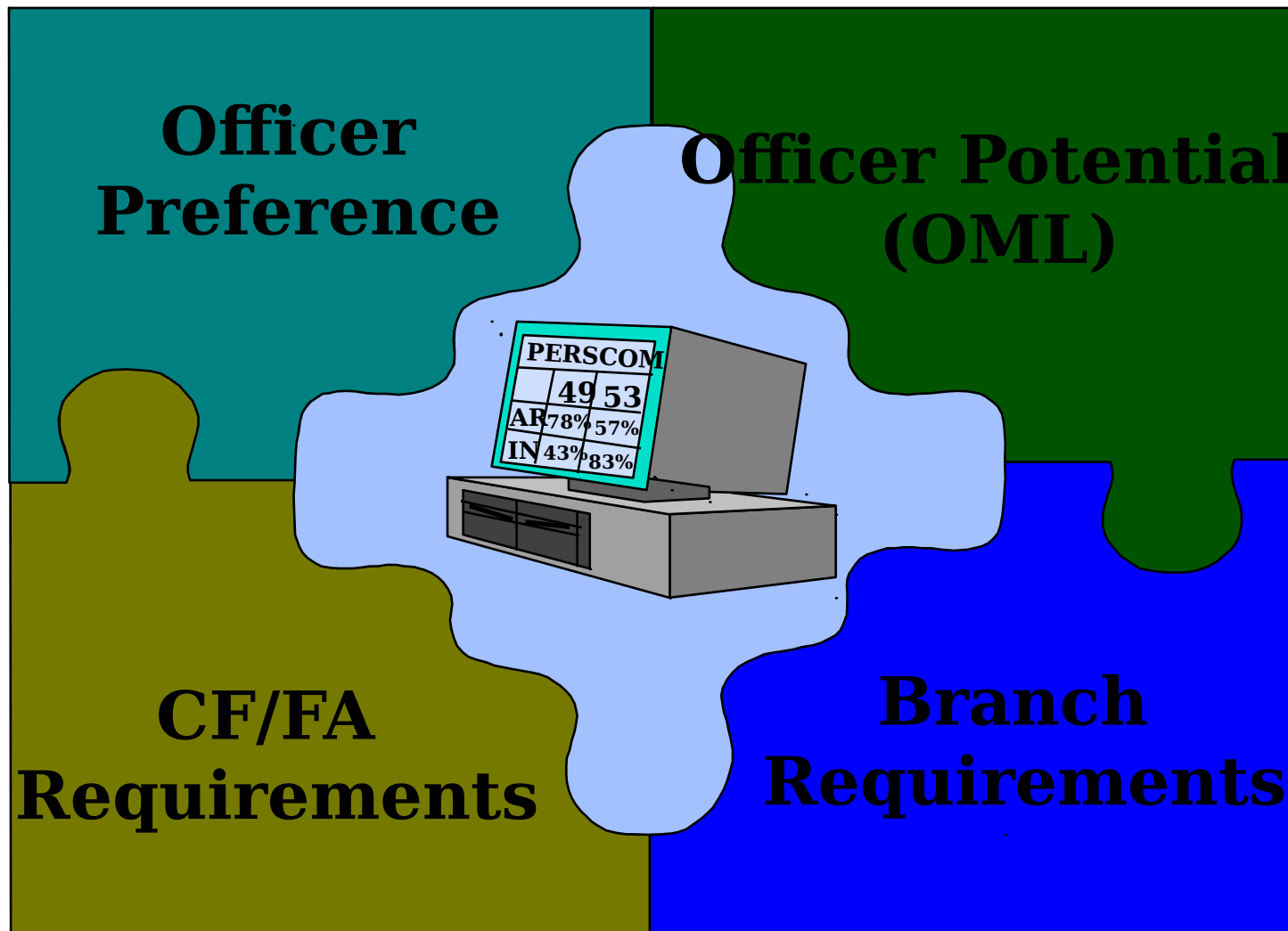
FA 50 Force Management

FA 52 Nuclear Research and Operations

FA 59 Strategic Plans & Policy

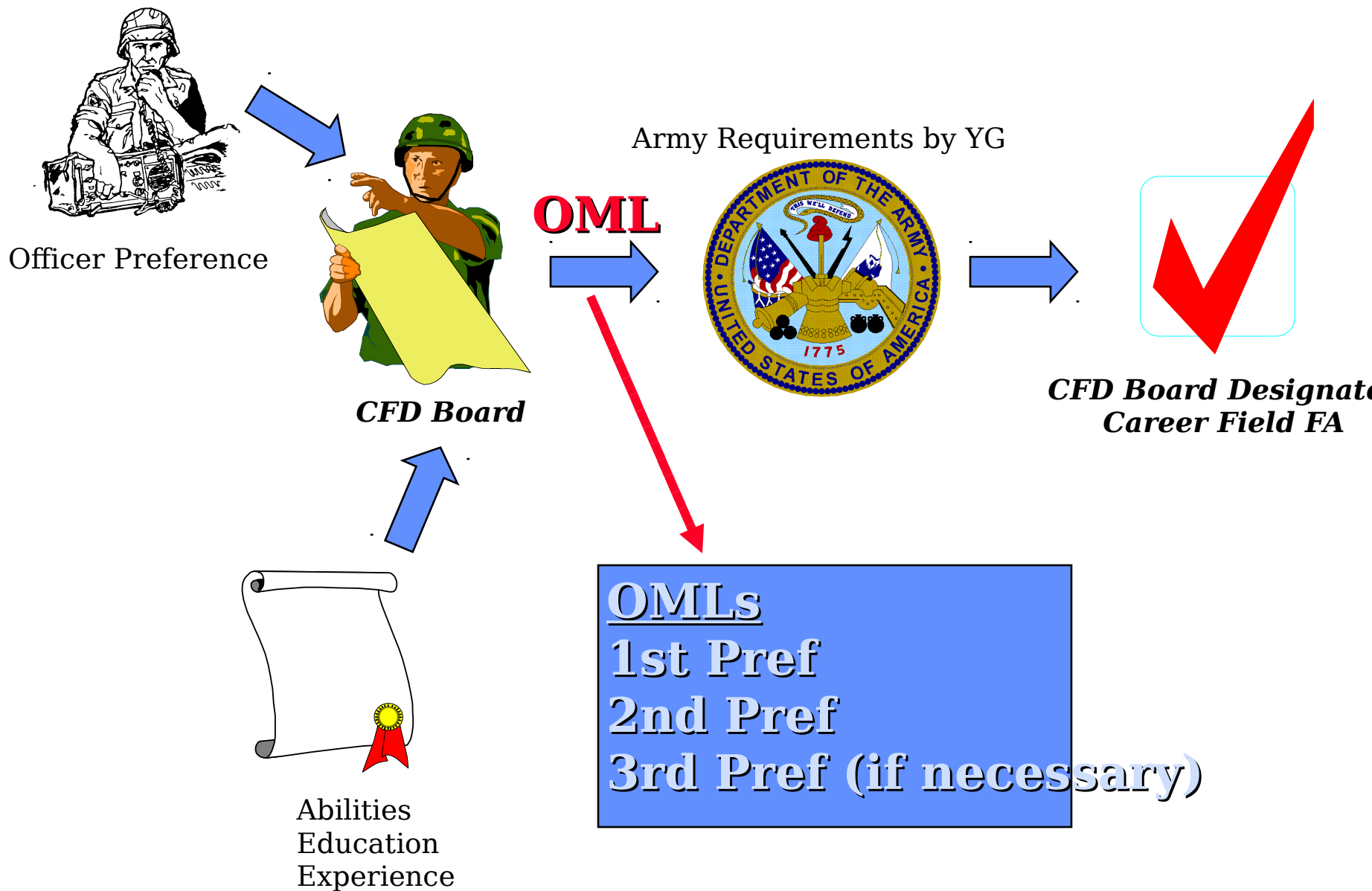


CFD PROCESS



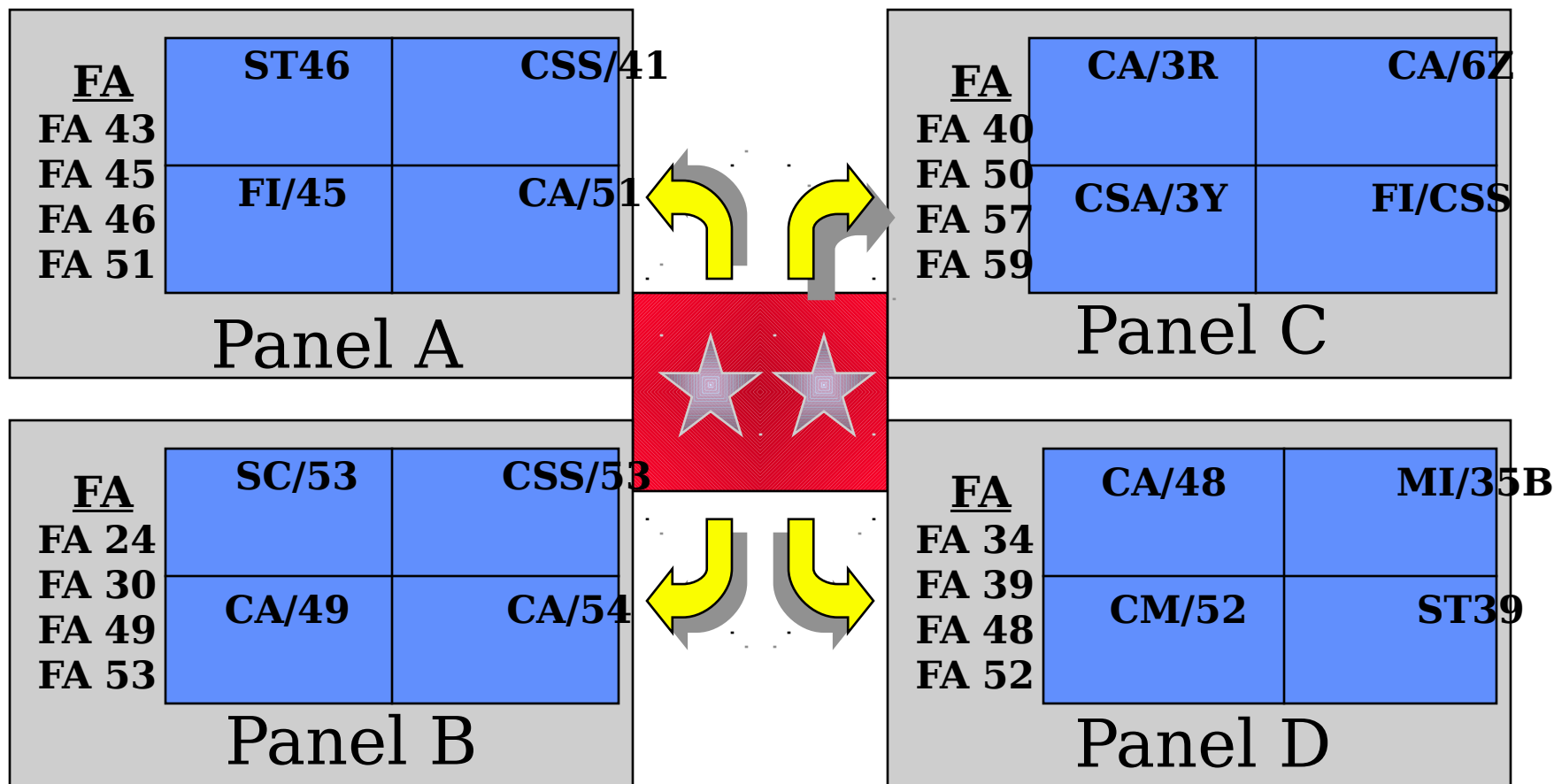


CFD PROCESS





BOARD COMPOSITION



- Technical expertise on each panel



CFD KEY POINTS

- **Officers have input to the process**
- **Specialty career fields will be competitive**
- **DA board does the designation**
- **CFD is not a functional area designation**



HELPING YOURSELF





ASSIGNMENT INFORMATION

- **CCC Class Overview**
- **Distribution Methodology**
- **Preferences/Other**
- **CCC Assignment Timeline**



CLASS MAKE-UP

- **41 students**
 - **6 JDs**
 - **4 EFMP**
 - **15 branch detailed/transfers**
 - **25 have been overseas**
 - **29 coming from TOE assignment**
 - **12 coming from TDA assignment**
 - **5 branch qualified**
 - **29 prior service experience**



CCC DISTRIBUTION



OCONUS

Germany (5)
Korea (6)
Kuwait (1)
Belgium (1)
Netherlands (1)

CONUS - with troops

Ft. Bragg, NC (2)
Ft. Stewart, GA (2)
Ft. Lewis, WA (1)
Ft. McPherson, GA (3)
Ft. Hood, TX (2)
Ft. Drum, NY (1)

CONUS - without troops

Ft. Huachuca, AZ, (1)
Ft. Jackson, SC (2)
Ft. Benning, GA (2)
Bolling AFB (1)
West Point, NY (1)

(MEPS)

Portland, OR (1)
Albuquerque, NM (1)
Spokane, WA (1)
Pittsburgh, PA(1)

(USAREC)

Fort Knox, KY (1)
Jackson, MS (1)
Oklahoma City, OK (1)
Raleigh, NC (1)
Indianapolis, IN (1)



PREVIOUS CCC DISTRIBUTION

OCONUS

Germany (3)
Korea (4)

Hawaii (2)

Kuwait (1)
Kuwait (1)
Alaska (1)

CONUS - with troops

Ft. Bragg, NC (4)
Ft. Stewart, GA (2)
Ft. Lewis, WA (2)
Ft. McPherson, GA (1)

Ft. Carson, CO (2)
Ft. Hood (2)
Ft. Benning, GA (1)
Ft. Campbell, KY (1)
Ft. Belvoir, IA (1)

CONUS - without troops

Ft. Sill, OK (1)
Ft. Jackson, SC (1)
Ft. Leonard Wood, MO (1)
Ft. Benning, GA (1)

MEPS - without troops

New Orleans, LA (1)
Portland, ME (1)
Harrisburg, PA (1)
Detroit, MI (1)
San Jose, CA (1)

USAREC - without troops

Bonhoe, Germany



GUIDANCE

- **Coming from OCONUS = expect to remain in CO or vice versa**
- **Coming from TOE = consider TDA assignment or vice versa**
- **Branch qualified officers or have successfully completed = expect USAREC, AC/RC or TDA assignment**



DISTRIBUTION METHODOLOGY

- **Army Assignment Requirements**
- **Your preference**
- **File review/assignment history**
- **By Name Request (BNR)**



ASSIGNMENT TIMELINE

Nov: Assignment slate sent down

Dec: Received preferences

Branch visit

Individual interviews

CCC distribution finalized

Send assignments to SGI

Jan: Cut RFOs



***“Soldiering is
an Affair of the
Heart”***



Formula for Success

$$S = (TL^3 + C \pm B^F)$$



Formula for Success

$$S = (TL^3 + C \pm B^E)$$

Trust your soldiers

Listen to your
NCOs

Learn from your
WOs

Lead by example

Common Sense

Balance

Endurance



AG Branch Formula for Success

- **We manage, advise, and assign to provide successful opportunity for qualification to the next higher grade**

Note: We work to provide the opportunity, the rest is up to you



Your Success

Vision vs. Sight

- **Professional**
- **Personal**



Your Success



S = ?



Final Leadership Thoughts

- **Support Soldiers**
- **Seek Challenge**
- **Embrace Change**



***AG Branch, OPMD,
Human Resources Command***

Questions/Comments??

